

SELF-CARE

Surviving Downsizing

Downsizing. One word, but a myriad of consequences to those who must cope with either being laid off or losing a job. Whether it's your job that is deemed "unnecessary" or your good friend down the hallway who is laid off, downsizing affects everyone in the office.

Feeling helpless. Fearing "who's next?" By thinking through the situation and considering some of the following suggestions as options, you can increase your chances successfully surviving downsizing.

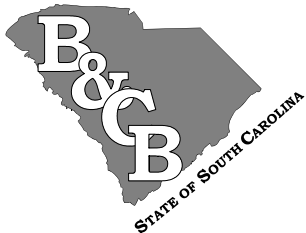
Employers can:

- Encourage employees to use the employee assistance program to help employees with stress management and career transition.
- Consider alternate solutions to downsizing. By advocating ideas such as job sharing or reduced work weeks, you can foster cooperation between employees and employers.
- Keep changes in perspective.
- Limit crisis orientation as much as possible.

Managers can:

- Keep employees well-informed and involve them in the decision-making process as much as possible.
- Allow employees time to "grieve" for those being laid off and be receptive to those who feel a need to discuss their feelings about the process.
- Help laid-off workers deal with practical realities of losing their job.
- Encourage those employees to support each other as they look for new jobs.

Laying off or firing workers can increase stress and decrease morale. It can create a multitude of negative psychological and behavioral consequences for those left behind. To receive more information concerning your employee assistance program contact your personnel office for a brochure.



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